

## Staff Advisory Committee

March 21, 2023; John and Martha Hartley Room

**Attendees:** Sarah Irizarry, Jeffrey Richardson, Allie Biagioni, Charles Cherrito, James Crook, Rachel Densler, Angela Taylor, John Meyer, Dory Sigman, Angela Taylor, Dan Welch, Karen Hill, Aaliyah Thomas, Dory Sigman, Ann Marie Kousari

Meeting was called to order at 9:03am by Chair, Sarah Irizarry; February 2023 minutes were approved.

**Guest Speaker:** Ryan Petersen, General Counsel

- Provided brief background
  - Previously District Attorney; Counsel at Savannah River National Laboratory in partnership with multiple universities; Labor & employment attorney that's well versed in research aspect of higher education; Previously worked with labor unions
- When do you call General Counsel?
  - GC will act as a resource; department/position not well-defined as GC is structured differently at different universities.
  - GC will review contracts and help with understanding contracts.
  - May not know all the answers or the details of every position, but he is here to help you through what he can.
  - Interested in helping people do their jobs effectively and efficiently.
- Policies and Procedures
  - Mentioned that policies and procedures should be structured in a way that is enabling instead of disabling
  - The easier it is to understand and follow policies and procedures, the more people will follow them.
  - Once policies and procedures become difficult to understand or follow, people will begin to go around them.
- Future of the University
  - New leadership to fill interim positions
  - Future is bright; excited for what's to come for the University.
  - There is a lot of change on the way, but it will be good change, needed change.
  - There is a lot to be positive and optimistic about.
- Question asked: What can we as a committee and university community do for you as General Counsel?
  - Answer – As he was hired and onboarded in February, he does not have a full understanding of all university departments and roles, and if you feel left out of a meeting or discussion, please connect with him and discuss. If you feel you should be involved in a process or procedure, reach out. It is important to him that those that need to be included, are, and that decisions are made by the appropriate groups.
- Question asked: Are you a direct report to the President? If employees come to you with issues, is it confidential?

- Answer – Yes, direct report to the President, but also has responsibilities to the Board of Trustees to protect the Universities’ interests. General Counsel does not have his own jurisdiction. In a sense, GC reports to everyone, and advises on issues but does not decide/make decisions. He will be as confidential as warranted and will honor confidentiality to the best of his abilities. His confidentiality duty is to the University and will remain confidential on University matters/protect the Universities interests.

**Other Business:**

Sarah and Jeff met with Mr. King to discuss future of Staff Advisory Committee

Reminder – Faculty & Staff Town Hall scheduled for next week, requested presence of member in lobby

Karen discussed transition to Strive from Rally. Look for Strive opportunities!

**Subcommittees:**

- Membership –
  - Expected to meet prior to April Monthly Meeting
  - Will put out a call for applications after meeting
    - If you think we are missing representation from a department or division on campus, please reach out to subcommittee

**Suggestion Box:**

- Request to buy extra parts for boiler system (HVAC) in OEC to minimize downtime/repair time.
  - Request/suggestion was sent to Brian Leslie, VP of Infrastructure Operations

**Next meeting is scheduled for Tuesday, April 11<sup>th</sup>, 2023 at 9:00am in the Hartley Room**